CITY OF LONGMONT
UNIFORMED POLICE BENEFIT PACKAGE - 2016

COMPETIVE PAY

> Level 1 - $56,736

> Level 2 - $62,640

> Level 3 - $68,628

> Level 4 - $74,580

> Master Police Officer - $82,044

> On average the City's benefit costs amount to more than 30% of an employee's salary. Electing family HMO coverage increases this amount to 60.3% of salary.

> Lateral Pay

Officers who bring years of service from another agency, and meet our standards, will receive pay equal to FULL years of service as soon as they complete the Field Training & Evaluation Program (i.e. 3 FULL years elsewhere = Level 1 until out of FTEP, then Level 3).

HEALTH & WELLNESS FOR YOU AND YOUR FAMILY

> Health, Dental and Vision Insurance

The City offers two choices of medical plans. Employees may choose the Triple Option medical plan (choice to access benefits through a PPO provider, an HMO provider or out-of-network provider) or the Kaiser HMO medical plan. Dental benefits are provided through a self-funded City plan and vision coverage offered through Vision Service Plan of Colorado. 2013 full-time employee per-pay period contributions are:

	Triple Option	HMO	Dental	Vision
Employee Only	$24.57	$0	$1.54	$0 – $4.45
Employee + one dependent	$75.69	58.88	$17.20	n/a
Employee + two or more dependents	172.01	133.81	$50.53	$1.70 – $12.52

The Wellness Incentive program is open to all employees with a range of classes and activities for healthy living. Successful completion earns an employee a $130 one-time payment (annual eligibility).

PREPARING FOR THE UNEXPECTED

> Basic Life Insurance

The City pays the full cost of employee basic life coverage. Life benefits are equal to 1½ times the employee's annual base salary up to a maximum of $175,000 each.

> Long Term Disability

The City and Police Officers share the cost of Death & Disability coverage through the Fire & Police Pension Association. The City pays the full cost of additional Long-Term disability benefits provided by UNUM.

> Supplemental Insurance

Employees may purchase supplemental insurance products for themselves and eligible dependents through AFLAC and Anthem Life.

> Family and Medical Leave

Qualified employees may use Family & Medical Leave for personal or family events that necessitate an absence from work under the provisions of the Family & Medical Leave Act.

PLANNING FOR YOUR FUTURE

> Money Purchase Plan

Both Officers and the City contribute to a defined contribution money purchase plan. The employee contributes 10% of base salary (before taxes). The City also contributes 10%. Employees are 100% vested in their own contributions and are fully vested in the Plan after 5 years or service. Investments are self-directed by employees.

> Retiree Health Savings Account

Employees participate in this retiree health benefit savings vehicle that allows the accumulation of assets to pay for medical expenses in retirement on a tax-free basis. The employee contributes 1% of base salary (before taxes). The City also contributes 1%. Additional funds go into an employee's account by contributions of unused sick leave accumulations.

> Section 457 Investment Plan

The City offers employees an optional Deferred Compensation Retirement Plan. Employees direct their funds into several investment options provided through ICMA.

TIME FOR YOURSELF

> Vacation

Officers earn 176 hours of vacation annually for the first five years of employment. Additional vacation time is accrued after five years.

> Sick Leave

Officers earn 96 hours of sick leave per year and this leave may be accumulated without limitation.

SOME EXTRAS

> Tuition Reimbursement

The City offers a tuition reimbursement program for employees attending classes at accredited educational institutions.

> Employee Assistance Program

Counseling and related services are available for employees and their family members at no charge through an Employee Assistance Program.

> Flexible Spending Accounts

Employees may elect to put aside money on a pre-tax basis to pay qualified dependent care and health care expenses.